

United Parcel News

UPS goes for 150-lb. limit

p. 3

Freight News

Executive salaries flourish

p. 4

IBT Finances

Interview with VPs on dues

p. 6

Trusteeship Report

Can they reform our locals?

p. 9

TEAMSTER CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

February 1994 #129

First Ever Referendum on Constitution Issue

Strike Fund, Dues Vote Goes to Membership

On Feb. 18 a ballot is slated to go out to each and every Teamster member that will have a tremendous impact on the future of our Teamsters union. This will be the second time in our 91-year history that the membership of the whole union have received a ballot.

The first time, two years ago, we used it to make history, electing a new leadership and charting a new direction. This time, we will make another historic decision, which will determine the strength and direction of our union.

This decision will be harder. It didn't cost anything to vote for the Ron Carey Slate. A "Yes" vote this month is to increase dues by one-half hour's wages

per month to fund a Strike and Defense Fund, to fund International programs and to help local unions.

Like the historic vote two years ago, this one will be hard fought and contested. The union old guard are once again taking on Ron Carey and the elected General Executive Board. Once again, the employers have a big stake in the outcome as well.

What is the Proposal?

The proposal provides for an increase in monthly dues of one-half hour per month; for most members, from two hours to two and one-half hours. It provides a new way to fund our International union programs and

for the first time, funding for a Strike and Defense Fund.

The biggest part of the new money would go to the Strike and Defense Fund. For most members, at least half of the new money will go straight into it. Right now there is no direct funding for our strike fund, and it will soon run out of money.

The second part of this new money would go to fund International union programs. The International will get 18% of each dues dollar under this plan, instead of the flat \$3.70 the Inter-

national gets now.

The third part of the new dues plan would allocate 72% of each dues dollar to the local union. All local unions will end up with at least \$1 more per member per month.

Why the Membership Vote?

In the past, dues changes for the International were voted on by officers at International Conventions in Las Vegas. This membership vote is a first. The issue has been put before the

continued on page 7

Their "Partnership" or Our Solidarity?

Freight Talks Open

As we go to press, bargaining has resumed between the Teamsters and Trucking Management Inc. (TMI). It becomes more clear each day that the issue is the survival of the National Master Freight Agreement as a Teamster contract worthy of the name.

The employers are not hiding their goal of tearing up the NMFA. They are sugar coating it with words like "a new partnership to manage the change" but they have announced their goals in a TMI position paper, "The State of the LTL Trucking Sector."

In that report they note that total wage and benefits under the NMFA are \$22.50 per hour but for non-union LTL they are \$15. They note the largest difference between union and non-union is in benefits rather than wages. They fail to note anywhere in their 27-page report that the largest regional non-union LTL outfits are owned by TMI companies!

But TMI cries even more about "work rules" (translation: your health,

your conditions, your job itself). They want to end restrictions on change of operations, bragging that in their non-union operations they can "adjust their systems at will." They want to rail at will also, noting that UPS rails 20% of its mileage, while long-haul TMI carriers rail only about 10%. They want to introduce part-time workers, end classifications and work week guarantees, and in general turn us all into glorified casuals.

And all the while, they tell us this is for our own good, we can be "partners" in giving up what we fought for two generations to win.

There will be strong pressures on us to be pushed backward in this contract. Not only the employers, but some within our union will tell us we have to get with the program of the new global environment.

If you want to resist this program and strengthen our contract, now is the time to get on board the solidarity pro-

continued on page 4



Save the NMFA

Jim Jacob
Local 251, TNT Red Star
Providence, R.I.

Brothers and sisters in freight, contract negotiations are in progress. The survival of the National Master Freight Agreement is at stake. We must show the employers that we are united and prepared to strike if necessary. TDU needs your help to inform and mobilize our union members.

Join TDU today!

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers and union officials. TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Teamsters for a Democratic Union

P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

Non-Profit Org.
U.S. Postage
PAID
Detroit, Mich.
Permit No. 1519

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

Dave Beck Dies—End of an Era

by Dan Labotz

Dave Beck is dead, and his death symbolizes the end of an era.

When you hear the expression "business unionism," think of Dave Beck. Beck was convicted and served time in prison for tax evasion but, as his court trials and Congressional investigations revealed, Beck had also stolen money from the union and accepted labor-peace payoffs. Beck and his ally Jimmy Hoffa were the two men most responsible for bringing that sort of corruption into the highest levels of the International union.

Yet it is also true that Beck was one of the Teamsters union's most successful organizers. It was Beck who, through a series of militant strikes, extended Teamster contracts to tens of thousands of drivers and dock workers in the Western States. How was it that Beck was both such a successful organizer and so personally corrupt?

Beck was born in Stockton, Calif., on June 14, 1894, the son of a poor family. His mother was a laundry worker, toiling at the mangle and the press in Seattle. When still a teenager Beck joined his mother in the laundry. In 1917 he became a laundry wagon driver and a member of Teamster Local 566. Returning from service in World War I, Beck began his career in labor by opposing the Seattle general strike of 1919, and his local was one of the few that didn't strike.

By the early 1920s Beck had risen to



Former IBT President Dave Beck

become secretary-treasurer of Local 566 and president of Joint Council 28. In the laundry business, the union was larger than many of the small employers, and Beck's approach was to join with the employers to stabilize the industry by ending cut-throat competition. The Teamsters union and the laundry employers colluded to fix prices and wages and to eliminate laundries which did not comply. Collusion with the employers was the basis of Beck's power, and that shaped his whole career.

During the late 1930s, Beck extended his power from Seattle to Portland and later to San Francisco. When he ran into reluctant employers among cartage companies and freight carriers, Beck used the power of the union to force management to bargain. During 1936 the Teamsters and Longshoremen joined together to organize Los Angeles harbor, and then in a violent strike in 1937 Beck succeeded in defeating the powerful Los Angeles employers' association and organizing the freight carriers there.

But Beck had no use for union democracy. As soon as locals were organized, Beck frequently threw them into trusteeship and took control of their affairs himself. Beck negotiated long-term contracts, as long as five years, giving the bosses labor peace. Beck almost never permitted strikes, and absolutely forbid sympathy strikes.

During the 1930s and '40s Beck viciously attacked the new Congress of Industrial Organizations (CIO), which was organizing millions of workers in steel, auto, rubber and longshore. Beck opposed the sit-down strikes that had made the organization of those workers possible, and red baited the unions and their leaders. Beck told businessmen to reject the CIO and count on him.

Meanwhile Beck began to invest in business, including businesses like beer distribution, which were organized by his union. And he began to steal from the union and take payoffs from employers. With thousands of new members, Beck became a powerful figure in the union. In 1947 Teamster President Dan Tobin made Beck executive vice-president, and in 1952, with the backing of Jimmy Hoffa, Beck was elected Teamster president.

As president, Beck endorsed Dwight D. Eisenhower, and led the Teamsters union into the Republican Party. Between 1952 and 1989 the Teamsters union was virtually the only

union to back Republicans.

When in 1957 the McClellan Committee called Beck to testify on labor racketeering, Beck took the Fifth Amendment almost 100 times. George Meany expelled Beck from the AFL-CIO Council. A federal judge later found Beck guilty of tax evasion, but the trial revealed he had taken money set aside for the widow of a deceased Teamster.

So what are we to make of Dave Beck? As Teamster president, Beck had been utterly contemptuous of the men and women he had organized in to the Teamster. He considered the members ignorant and not entitled to any voice in the union. He once said, "Unions are big business. Why should truck drivers and bottle washers be allowed to make big decisions affecting union policy? Would any corporation allow it?"

The key to Beck is in that last phrase, the reference to the corporation. Beck saw the union as a business like any other. He saw himself as a businessman, and acted like one. He didn't ask what was good for the workers, but what was good for Beck and his "corporation." Beck forgot his mother sweating at the mangle and the press, and all the other women and men like her struggling to make a living and to improve the lives of their families, to have a better life. Beck's legacy was that he smuggled into the labor movement the values of the bosses. He gave up the struggle for justice for working people, and became just another money-grabbing businessman.

It was time for Beck to die. Not only was he 99 years old, but his era had ended. All he stood for in the Teamsters is being swept away: the corruption, the political conservatism, the business unionism. There is a New Teamsters now, one Dave Beck would never recognize. In the New Teamsters there is no place for a Dave Beck or a Jimmy Hoffa. Those days are over. Good-bye Dave, and may you rest in peace.

Dan LaBotz is the Cincinnati-based author of "Rank and File Rebellion: Teamsters for a Democratic Union" and "The Troublemakers Handbook: How to Organize Where You Work and Win!"

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 344
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Debra McBride, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Chuck Crawley, Houston Local 988
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896

Alternates:

Don Riccio, Reading, Pa., Local 429
James Jacob, New Bedford, Mass., Local 251
Mike Hadden, St. Louis Local 604

Index

United Parcel News	p. 3
Freight News	p. 4
Pension, Carhaul News ...	p. 5
Union Finances	p. 6
Inside Our Union	p. 7
Grocery, Brewery News	p. 8
Report on Trusteeships ...	p. 9
Local Union News	p. 10
Letters	p. 11

How to Contact TDU

We want to hear from you. Contact us at the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Copyright © 1994 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, TDU Convoys Dispatch, must be cited.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1993 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

UNITED PARCEL SERVICE

150-Pound Packages Test Union's Strength

If hindsight is 20/20 vision, some members are now saying we should have struck UPS during the negotiations. What can be said except, they deserve it. As soon as they got off the hook they forgot what they should have learned: R-E-S-P-E-C-T.

In the past three months some areas have seen the return of hammer-down supervision, others have seen unprecedented subcontracting, and now the attempt to unilaterally impose the new 150-pound weight limit without bargaining in good faith with our union. During the contract negotiations UPS had said it had no intentions of raising the weight limits. Management lied — that's no surprise — but they still have a duty to bargain in good faith.

For years TDU has advised UPSers to take their breaks and full lunch as a means to protect their careers and contractual conditions. TDU now is advising UPSers that when the 150-pound weight limit is implemented we should work strictly to the rules, to protect ourselves and each other.

Management's plan to implement the weight increase on Feb. 7 was revealed in a letter UPS sent to its regular customers. At National Committee meetings on Jan. 12, Mario Perucci hand delivered a letter demanding "immediate negotiations." The let-

ter closed: "The Union is gravely concerned by this proposal and its vast potential impact on the wages, hours and others terms and conditions of employment of our members, particularly their safety and health. We will take all steps to protect our members."

Although management got squeamish over the word "negotiations," a meeting was held the next day. The union presented proposals to UPS on Jan. 19 and 26, and as Convoy Dispatch went to press it was learned that negotiations would continue on Jan. 26 with UPS expected to bring its counter proposals.

Prior to these negotiations, UPS was doing some fast doubletalking. Management emphatically stated the need to regain market share lost to RPS and FedEx. But they also tried to downplay volume projections of heavy packages and minimize the impact on drivers and package handlers. Management professed concern for employees' safety and health and promised to "get help" for any driver needing assistance with heavy packages. But their unhappiness with the union's demand to negotiate revealed a reluctance to back up their promises in writing.

continued on page 7

Petition on 150# Weight at UPS

TDU began circulating the following petition in late January. Activists are welcome to use it. Some local unions are supporting similar petitions. But time is short. Please send copies of signed petitions to the International union and TDU by the week of February 14.

NEGOTIATE ON 150# WEIGHT LIMITS!

We the undersigned Teamsters employed at UPS protest the unilateral move by UPS management to raise the weight limit on packages to 150 pounds, and we declare our support for strong action by our union in response. We understand that in the recent contract negotiations, management told our union that it had no plans to deliver heavy packages. We call upon UPS to cancel this plan and to negotiate in good faith with our union before any changes are made in this vital matter that affects our health and safety and working conditions.

UPS Subcontracting Out of Control

UPS's rampant subcontracting of feeder work during peak season provided the old guard with a convenient scapegoat: "It's Carey and Perucci and that new Article 43!" False. The new contract, 3-Day Select and Article 43 were not even in effect until Jan. 10.

While members reported that the abuse continued in January, it is quite possible that it is in part designed to embarrass the International union and cause political discontent. But as in years past, the violations are primarily attributable to old contract language under Article 26:

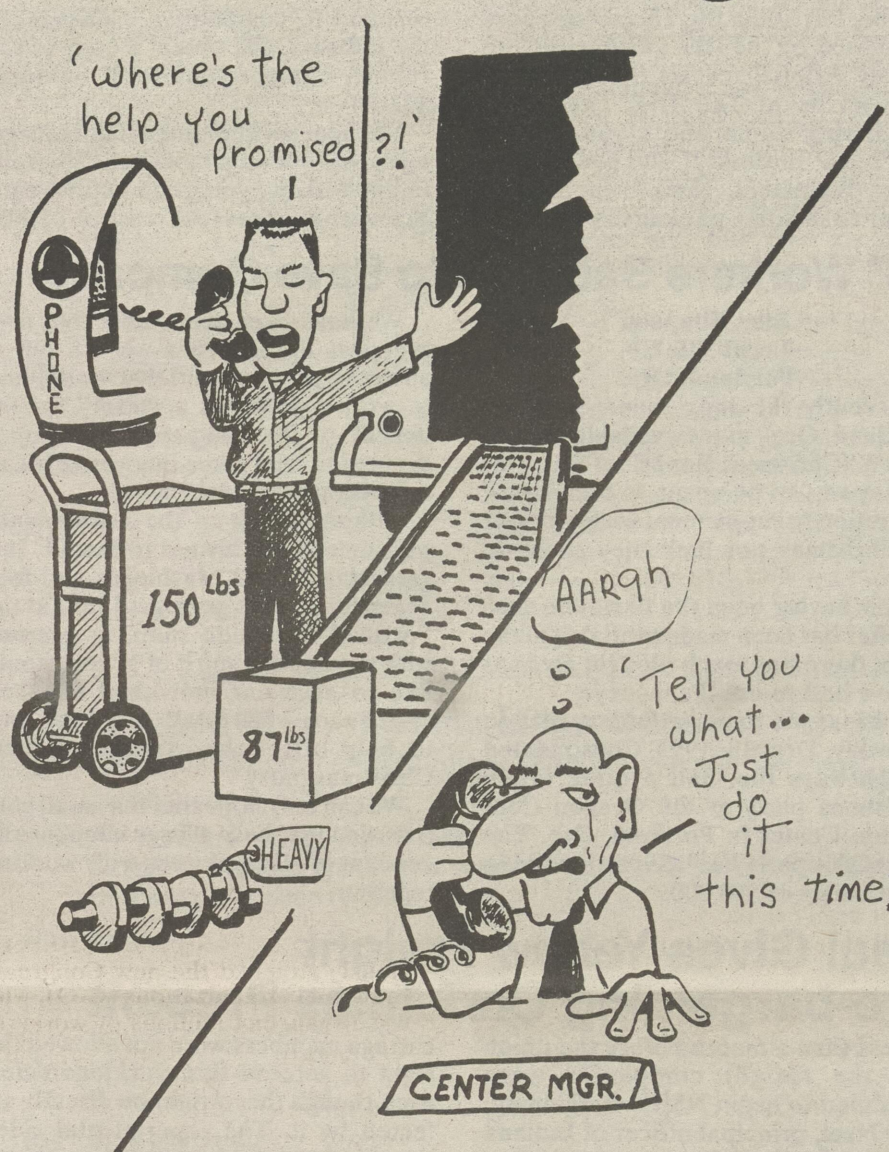
"During peak season, the Employer will make every reasonable effort to use current UPS employees and hire a sufficient number of employees to handle peak volume. After doing so,

the Employer may use alternate means of transporting packages during peak season and will utilize union carriers whenever possible. Plans to utilize outside carriers will be reviewed and agreed with the Local Union."

Problems have been reported in the Central, Southern and Atlantic areas, with various non-union carriers, like Ranger. Shoreline Transportation has been a special nuisance. Based in Michigan, it allegedly has a "contract" with Teamsters Local 819 in New York, which is chartered to represent merchandising and textile employees. Shoreline leased drivers from its parent company, Mega-Safe.

A few areas where contract violations were reported and/or grieved included St. Louis, Kansas City, In-

continued on page 8



UPS & Downs

Contract Finally in Effect.

With the ratification of all supplements to the UPS agreement, the union announced the new contract is for all intents and purposes in effect on Jan. 10, 1994. Until new contract books can be printed and distributed, members should keep their copy of the "Summary of Changes" beside their old contract book for easy cross-referencing.

Local 705 Ratifies Its Contract, Local 710 Up Next.

Locals 705 and 710 in Chicago have their own UPS contracts, patterned after but independent from the master agreement. Local 705 has settled and ratified its contract, but Local 710 has not. At press time, we received word of a tentative agreement by Local 710 and UPS. Previously, Local 710 members rejected two proposals.

Louisville UPSers Petition for Better 25-and-Out.

Louisville UPS Teamsters are not satisfied with the 25-and-out pension benefits announced by the trustees of the Central States Pension Fund — and they're not alone! The Local 89 stewards and activists have organized a petition drive that they hope other Teamsters will replicate in their areas. In a letter to the fund, the IBT, Local 89 and TDU, they explained, "We are very disappointed with the recently ratified contract for UPS Teamster employees in regards to our pension coverage. It is our understanding that the contribution by UPS has been increased enough to allow us to retire after twenty-five years of service. The point of our concern is that the plan that UPS Local 89 members are covered under only allows retirement after twenty-five years with full (health) benefits if a member is fifty-seven years old. ... After twenty-five years of service with a company like UPS ... we feel that we have earned the right to be able to retire without having the burden of paying for insurance coverage." (See page 5 for more pension coverage.)

FREIGHT NEWS

Big Three Executive Pay Not Competitive

"Big Pay at the Big Three," a report, published by the IBT's Office of Corporate Affairs, reveals that while the executives at the Big Three are predicting doom and gloom if they don't get "flexibility" and concessions from Teamsters, their own bloated compensation packages do not

respond to competitive challenges in the industry. (To obtain a copy of this report, contact your local union or TDU.)

We hear all the time from management that our wages and benefits aren't in line with the going competitive rate. Yet when it comes to discussion of their

exorbitant salaries, bonuses and performance standards, they don't seem to want to talk about it. This makes you wonder about all of the "team concept" rhetoric you hear in the programs sponsored by these same individuals. So while you watch the next video of CF's CEO Moffitt or listen to Roadway's next audio tape, consider these findings of management's performance record.

- CF's stock plunged by over 30% since 1990, while CF's top five executives bagged a 76% pay raise.
- If a Yellow executive fails a bonus performance goal, the goal can be eliminated and the bonus awarded anyway.
- Roadway vice president D. Sullivan earned \$504 an hour. That's 30 times the wage rate of the average working

Teamster. Other Big Three executives laughed their way to the bank with heavy loads:

J. Clapp, CEO Roadway, \$1.02 million; D. Moffitt, CEO CF, \$757,347; G. Powell, CEO Yellow, \$591,000.

- CF may have violated disclosure laws by failing for several months to report diversion of profits to a management bonus pool. When the diversion was revealed, CF's stock fell nearly 20%, or by more than \$113 million.

If management is serious about addressing the problems facing the LTL industry instead of just trying to take a hatchet to our living standards and working conditions, they need to bargain in good faith with our negotiating committee. It's up to the rank and file to get that message across.

CF Workers Sacrifice to Save Company

John Simpson
Local 305, CF
Portland, Ore.

Recently the shop management in Portland, Ore., made available to each shift a "Christmas Bonus" of \$20. This money was to be spent at each shifts' discretion to supplement whatever sort of Christmas pot luck they chose to have.

This having been the first time such an offer has been made available in the shop, there was much thought given as to how best to use the money.

It has come to our attention that on Saturday, Dec. 18, 1993, Consolidated Freightways Inc. had a quite lavish Christmas party at the Oregon Convention Center in Portland, Ore. The cost of this party has been estimated to be in excess of \$40,000.

We have been repeatedly told over the past decade that we are on an austerity program and that we *all* have to work *together* as a "team" for the benefit of the company. After much discussion, and some innovative ideas, a decision was reached.

Although *none* of the maintenance personnel were invited to the CF Inc. gathering, the 12 Machinists and four Teamsters on the graveyard shift at the Portland Riverside shop, in keeping with the holiday spirit of giving, would like to have our individual bonuses, (\$1.25 each — \$20 total), sent to CF Inc. to help offset the expense of their Christmas party.

We can only hope that our small contribution may have a large effect on the concept of *all* employees truly working together.

Neal Gives Yellow Freight Pre-bargaining Christmas Present

Less than a month before the union and the freight companies were scheduled to begin NMFA bargaining, John Neal, principal officer of Indiana Local 135, gave Yellow a present it has been wanting for a long time. Yellow has been seeking to get a truckload agreement from the International for nearly a year. Yellow wants to get into the highly competitive truckload market, but claims that it must have relief on railings to do so.

The special rider established a 120-day experimental agreement which can be cancelled or renewed at the end of the trial period. The agreement "allows the movement of 'truckload' traffic of 3 bills or less per load, which is not currently being hauled by the company's General Freight Operations to the Indianapolis, Chicago or St. Louis rail heads." Violations to the agreement, railing non-truckload freight when the road board is not exhausted, would carry a maximum penalty of one round trip to the terminal of proper dispatch. At first, local

cartage members were not allowed the right to vote on this truckload rider, even though they would be directly affected by it. The experimental rider extends local cartage shuttle work to cover Indianapolis substations, including Danville and Terre Haute. As a result of the loss of work, some road drivers were given the opportunity to dovetail into the local cartage board. City drivers organized a petition and successfully pressured Neal and the company to grant them the right to vote on the shuttle agreement.

Whether or not this experimental rider works, the question is, why give Yellow something for free on the eve of negotiations? "Flexibility" on railings is something that the employers are targeting in this round of negotiations. To protect the national standards, and to save and strengthen the NMFA, bargaining must take place where it rightfully belongs, at the national committee level. Gifts handed out at the local level can only undermine the bargaining power of this union.

National Freight Talks Open

continued from page 1
gram. Our union negotiating committee has put a good set of demands on the table, but they won't stay on the table without our solidarity and unity behind them.

If you want to see the NMFA protected you must be involved. Don't sit on the sidelines and watch. Read and distribute TDU contract bulletins. Get involved in solidarity campaigns and freight unity organizing. Talk to

your fellow workers, and be prepared to strike if necessary, rather than be partners in our own destruction.

When it comes to solidarity and membership unity, TDU leads the way. When it comes to putting the heat on not only the employers, but also the various pension funds to win real improvements, TDU leads the way. If you want to be part of those Teamsters who are working for a good freight contract, join TDU today.

Freight Lines

Another STAA 405 Victory.

The Fourth Circuit U.S. Court of Appeals upheld the decision of the Secretary of Labor protecting a Yellow Freight driver, a member of Charlotte, N.C., Local 71, who was suspended for pulling his truck off the road because he was too fatigued to drive safely. The court approved the Secretary of Labor's order that Yellow Freight destroy disciplinary letters placed in his personnel file, and compensate him for lost wages and benefits. In the decision, the court ruled that "The Surface Transportation Act does not require a driver to remain awake all day awaiting dispatch and then to drive all night. The Secretary was entitled to protect a trucker who chose to pull over and take a nap instead of risking catastrophe." Given our continued success in the area of protecting fatigued driver's right to refuse unsafe work, the employers have put forth a proposal under Art. 16 that could undermine our protections established by STAA 405.

Yellow's Captive Meetings.

Yellow Freight in Southern California has been holding 45-minute propaganda meetings. They do not advocate anything specific on the contract but get right up to it. Yellow hits on UPS's use of rails and part-timers who work at a lower rate. Once again Yellow complained about non-union regional competition. Overall, Yellow has the script that all the employers are using (see related story below), which is a message of threats aimed at the rank and file and our living standards and job security.

Teamsters March on CF Headquarters.

On Jan. 20, 1994, three busloads of Bay Area Teamsters kicked off their part in the NMFA campaign by converging on CF's Menlo Park headquarters. Freight director Dennis Skelton was the featured speaker at the rally and criticized CF's practice of diverting profits and freight into their non-union subsidiaries. After CF barred the door, postcards sent in by freight members from around the country were attached in a long string and wrapped around the building five times. The postcards criticized CF's poor management performance and urged the company to become a responsible corporate citizen.

Job security and protections against the diversion of freight to double-breasted operations and the rails is a top priority for the next contract. Freight Teamsters need to prepare now to get involved in the rallies, corporate campaigns and whatever else it takes to win our just demands.

TMI Produces Employer Bargaining Script.

For a long time we have been hearing management complain about non-union competition and cry for flexibility in the next contract. Now management has their script together, a 27-page document on "The State of the Trucking Industry." Prepare yourself and your fellow freight members for another round in the companies' campaign of fear. Management will come at us from many different angles with what they want in the contract. We need to be sure that our fellow Teamsters are getting the union's message through TDU bulletins and IBT contract updates.

PENSION, CARHAUL NEWS

Winning Better Pensions a 2-Round Bout

Winning pension improvements is a two-round bout. First, we need to win sufficient benefit contribution increases from the employers in contract negotiations. Second, the pension trustees have to put those increased moneys to work to improve our pensions.

Round 1

In the UPS contract, the first round was won by the union. The union won \$1.80 over four years for H&W and pensions, and of this 80¢-85¢ will go to pension plans. This is a whopping 40% increase into the pension funds.

However, in most of the pension funds we have not yet won the second round. That struggle goes on, and will go into the freight contract as well.

Freight employers are already saying that they cannot match the increases won from UPS in bargaining. The union bargaining committee will not win this first round unless they have a united and active rank and file behind them. We must let the employers know that we will not ratify a contract that does not at least match the UPS contribution rate.

Round 2

Negotiating sufficient benefit contribution increases does not guarantee pension improvements. The second round involves getting the pension fund trustees to do the right thing with the contribution increases.

The various pension funds have both union and employer trustees. The International has no control over any of these pension funds, they are controlled by these trustees.

We have learned from past experience that pension improvements will not simply be handed down to us, we must organize to bring accountability and better pensions from the union pension trustees. For example, in 1990 the Central States fund suddenly doubled the pensions for 30-and-out, from \$1,000 to \$2,000. They "found" the money under pressure from TDU organizing around the issue and the coming International union election.

Ernie Tusino and the New England Pension Fund

Ernie Tusino is the chairman of the board of trustees for the New England Pension Fund. They establish pension benefit levels. Tusino and the other old guard union trustees, David Laughton and Paul Walsh, are a good example of why we can't sit back and wait for better pensions.

At the start of UPS negotiations the International contacted all of the funds, including New England, to find out what level of contribution increases would be necessary for the funds to establish a 25-and-out pension plan. The issue was not a priority for the union officials on the fund's board of trustees; after all, they each have

multiple fat pensions. The initial request from the International was sent on June 7, 1993. But at the Aug. 1 meeting, the board of trustees decided not to even consider the request until October. Through continued pressure from the International, Tusino made a verbal commitment to match whatever Central States came up with.

New England Teamsters are still waiting to collect on that commitment. The time for waiting is over — we must organize now, during the NMFA campaign, to win better pensions for all Teamsters.

We expect the employers to fight benefit improvements. Higher benefit levels mean more pressure on them to raise contribution rates in the next contract. Just as we should expect the employers to resist higher benefit levels, we have every right to demand that our union trustees to act as our advocates.

While Ernie Tusino and New England may be the worst examples of rich old guard officials sitting on our money, they are not the only ones. In the West, "Hollywood" Mike Riley is finally going to allow an improvement to the Golden 80 plan, but with a steep 10% cost from our negotiated moneys. And in Central States, the 25-and-out improvement was less than expected and denies members medical coverage until age 57.

TDU is fighting again for pension improvements. We won them in 1990 after a two year grass-roots struggle in Central States, the largest fund. We can win improvements again. If you are interested in winning pension improvements, use the membership application card on the front page and join TDU today. If you are already a member, recruit a friend to join. It's the only way we will be able to achieve our goal of better pensions.

Benefits Status of Some Major Pension Funds

Central States (Central and Southern Conferences and Carolinas):

25 and out at \$1500

Western Conference of Teamsters:

"Golden 80" (adding age and years of service), if 10% of employer contribution applied to it.

New England:

Zero action yet.

Joint Council 83 (Virginia):

25 and out at \$2,000.

New York Local 804:

25 and out at \$1,725.

St. Louis Local 688:

25 and out at \$1,600.

Baltimore Local 355:

H&W fund problems reportedly prevent pension increases.

Washington, D.C. Local 639:

25 and out based on contribution rate formula.

Central Pennsylvania:

Zero action yet. New officers elected in Local 429 committed to move for improvements.

Ryder Merges, Creating Largest Single Autohauler

Ryder Systems has merged its largest auto haulers, Complete Auto Transit and M&G Convoy, with Commercial Carriers, creating the largest single carrier of motor vehicles in the trucking industry, a title formerly held by Allied Systems.

The merger comes one year after Ryder took similar streamlining measures when they merged Janesville Auto Transport and Auto Convoy with other division carriers. Ryder has also merged Fleet Carriers with F.J. Boutell Driveaway and moved Port Terminal Transport and Delavan Industries, a trailer manufacturer, to Commercial Carriers. The mergers went into effect Jan. 1 of this year.

Ryder contends that the shippers were often loyal to dedicated carriers and accustomed to doing business with them. However, concerns over costs and delivery time now override that loyalty. The streamlining, according to Ryder, reduces overhead and duplication of administrative duties. The merger to a single company also will allow for more efficient flow of personnel and equipment. Concerns over seniority rights and other problems arising as a result of the consolidation have caused grievances to be filed by car haulers in locals from all across the country, and at a December meeting of

the Central-Southern Joint Arbitration Committee it was decided that since the change was in name only, any employee who appears on a seniority list of any one of the successor companies as of Jan. 1, 1994, will carry the same company and terminal seniority date enjoyed with the former company. Also decided was the maintenance of all prior practices and riders, all competitors and the right to object to continuation of those competitors because of dormancy.

Order Convoy Dispatch By the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

Bundles are sent each issue.

Prices per issue:

☐ \$3 for 10 ☐ \$5 for 20
☐ \$8 for 50 ☐ \$12 for 100

Call or write TDU today to order your bundle.
TDU, P.O. Box 10128, Detroit, Mich.
48210 (313) 842-2600

Labor Department Probes Auto Haulers

The U.S. Department of Labor is conducting a preliminary investigation into the carhauling industry, seeking evidence that some of the largest companies have colluded with local labor leaders to shift freight from union to non-union affiliates. Ryder Systems and Leaseway Transportation, two of the largest, along with other companies are being investigated. According to one report, several Midwest Teamster locals are also being probed since in order for any violations or collusion to occur the unions that are affected would have to be going along with the scheme. The probe in part is investigating the corporate structure of the car haulers, and should it determine there is any evidence of wrongdoing the matter will be handed over to the Justice

Department for prosecution.

Teamster President Ron Carey has taken on the fight against double breasting in the carhaul industry and has strengthened the language in the national agreement concerning the problem. However, problems remain and the diversion of freight to rails and to non-union carriers continues. Carhaul companies have been notorious in pitting worker against worker with competitive bidding and have engaged in other schemes that undermine our national, local and area agreements.

Your comments on this or any information you have concerning the diversion of freight to non-union affiliate carriers in your area should be directed to the TDU national office in Detroit.

UNION FINANCES

Interview with VPs Urman and Kilmury

Why We Need a Dues Increase

Convoy Dispatch spoke with two International Vice Presidents about the referendum and the proposal to increase dues by one-half hour's wages per month. Bill Urman is an elected vice president from the Central Conference of Teamsters, and is also the secretary treasurer of Minneapolis Local 792. Diana Kilmury is an elected vice president at-large, and a member of Vancouver, British Columbia, Local 155.

Why is a dues increase needed?

Urman: Because both the strike fund and the general fund are in serious financial straits. The strike fund primarily because of the increase in strike benefits to \$200 with no provision to fund it. The general fund because it has been operating in the red for a long period of time, and the outstanding problems have come to a head.

R.V. Durham says that the general fund was fine until Carey and the rest of you got elected, that you are spend-

ing too much.

Urman: During the five-year period between the 1986 and 1991 conventions there was a transfer of \$34 million from the strike fund to the general fund. Without that transfer, the general fund would have operated \$32 million in the red for that period. That is the best example of the shortfall, it took \$34 million from the strike fund in order for it to appear that the general fund was healthy. During the first six months of 1991 there was also a report by Secretary-Treasurer Mathis to the GEB indicating that the general fund was \$11 million in the red for that period. And Brother Durham was sitting on that Board and received a copy of that report.

Kilmury: The spending of the International union, excluding the cost of government supervision and the increase in strike benefits, has remained level with past expenditures. We have relentlessly chopped spending in many areas from Carey's own salary to doing away with free lunches in the cafeteria. Waste and inefficiency have been greatly reduced and wretched excesses, such as the airplanes and the officers' Equity Pension Plan, have been eliminated entirely.

These savings have allowed the International union to set up the special organizing fund that is now beginning to reverse the trend of declining membership during which the IBT has lost some 800,000 members since 1980. Multiple-salaried individuals have been replaced by lower-paid International Reps and organizers dedicated to revitalizing the union. Corporate campaigns, strategic campaigns,

upgraded communications with members, more effective educational programs, political action and research capacity are some of the ways the budget has been redirected. We are not spending less but we sure as hell are doing more. I think some of the old guard hate these new programs because they involve the members and they perceive them as an attack on their own power or influence.

Most of the new money under this plan goes to the strike fund, and to help the International shortfall, but a small piece of this dues increase also goes to the local union. Why?

Urman: That's a difficult question, because local situations vary. The fact of the matter is that there are a lot of locals that are having financial problems and unless something is done to address those problems, there are going to be more and more mergers of locals taking place, which will create perhaps larger, more bureaucratic locals, that will be less representative of the members. In 1993 over half the locals operated in the red.

The primary job of our union is to bargain with the corporations. What kind of signal will this vote send, one way or the other, to the employers?

Urman: The employers are watching this vote perhaps like none other. They realize that if we don't have the ability to continue the \$200 strike benefits per week, the impact of any work stoppage is going to be greatly diminished. And without that threat, it is almost impossible to get companies to negotiate in good faith with us. I think all Teamsters know that not only our union but organized labor is involved in a real struggle. And this is the worst time to be throwing in the towel and giving up the struggle. And in effect, that would be the case if this dues increase is not passed.

Kilmury: In this anti-union era, many employers have been kept at bay by the International's new programs which

are designed to combat union-busting, and are backed up by ample strike benefits; they will be quick to kick us when we're down. Labor disputes that can now be settled without a strike may result in ones in which workers are forced out on strike and permanently replaced. It is in every member's interest to have a strong International Union and healthy strike fund—even if they have never been on strike.

R.V. Durham and Teamsters First make a big point of attacking the General Executive Board because you are using the membership vote method, instead of a special convention to vote on this.

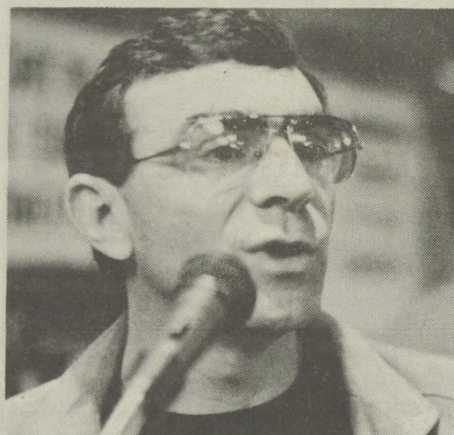
Kilmury: Well, isn't that ridiculous! These people who opposed the members' right to vote for officers are now opposing the members' right to vote on this important issue.

Urman: I haven't heard anybody disagree with having the members vote on a dues increase. And after all, the members are the ones who pay the dues. So why all this hub-bub about a convention? And why then would it be necessary to spend the \$1 million plus to hold a convention, when we all agree it would then be submitted to the membership anyway.

Why did the GEB adopt a percentage formula (72% to the local, 10% to the Strike Fund, 18% to the International) instead of the old fixed amount formula?

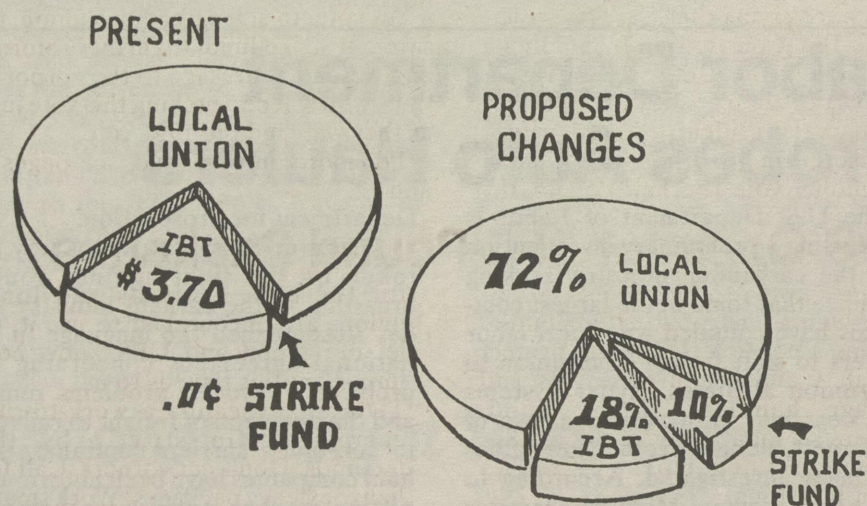
Urman: The percentage approach provides a long term solution to the problem. It puts into place a funding mechanism that will insure the future financial health of the IBT. The IBT will always get the same fixed proportion of dues, not going up or down.

Kilmury: The percentage formula is much more fair. Under the present system a local of low-paid Teamsters, such as cannery workers, pays about 26% of its income to the International, while a local of well-paid Teamsters pays only 10%. That's an inequity.



Vice President Bill Urman

What the Change Would Mean



At present, \$3.70 (for the average Teamster, this is 15% of dues) of your dues goes to the International, with no direct funding mechanism for a Strike and Defense Fund. The rest goes to your local, which also funds the joint council.

The primary effect of the proposal is to fund the Strike and Defense Fund. Second, to provide funding for International union programs. And third, each local union will get at least \$1 more per month per member. Locals with low-paid members will benefit more.

More Info on Dues Proposal

All Teamsters will receive in the mail the *Teamster* magazine with information regarding the dues referendum, and will receive separately a ballot and return envelope, to cast a secret ballot vote. The ballots are scheduled to be mailed on or about February 18 and are due back before March 21. Every member will receive the exact wording of the proposal.

The International union also has issued several informational flyers for members, which provide information and argue in favor of the proposal.

On the other side, R.V. Durham's Local 391 has issued a four page document attacking the proposal, and "Teamsters First" has issued a similar sheet. These charge that the GEB wants to fund "pet projects," that Carey supported the higher strike benefits so he should go find some other way to fund them, and that a special convention should be held instead of a membership vote.

These materials contain a number of false statements. One small example: they list the salary of Assistant to the General President Bob Muehlenkamp as \$130,000, when it is actually \$90,000, and similarly lie about other salaries. TDU impartially prints the salaries of Teamster officials of all stripes each year, accurate and based on Department of Labor reports.

INSIDE OUR UNION

Open Event Scheduled for March 4-6, Chicago

Teamster Women's Conference to Promote Unity, Organizing, Leadership

The International union is sponsoring a Teamster Women's Conference, the first since 1986 and an important step toward advancing women in leadership positions and laying the groundwork for the successful organizing drives of the future.

The theme of the conference will address the importance of organizing to women workers and the Teamsters union. Workshops will be offered along two learning tracks, one for rank and file workers with little union experience and one for stewards, officers, BAs and activists with more union experience. The conference, titled "Teamster Women on the Move," will be held March 4-6 at the Sheraton Chicago Hotel and Towers, Cityfront Center, in Chicago, and is open to all Teamsters. Many local unions are sponsoring the attendance of members

from their locals. Unfortunately, some local union officials are not promoting the conference and encouraging members to attend. Individual members interested in the event are encouraged to attend. Some TDU chapters are raising funds to send Teamster women from their areas.

The conference will be an opportunity to meet women Teamsters from every conference and Teamsters Canada, to build support networks and solidarity, and to take advantage of educational opportunities that may lead to greater participation in the affairs of our union.

"When I heard about the Teamster Women's Conference, I was very excited," said Patricia Franks, a trustee of Allentown, Pa., Local 773 and member of the TDU International Steering Committee. Sister Franks emphasized

the need to "strive more to network to gain support among ourselves."

Workshops on the learning track for less experienced members include: Understanding the Teamsters & How it Works; Public Speaking; Organizing Women Workers; Intro to Collective Bargaining; Balancing Your Roles; and Safety & Health Issues for Women.

Workshops on the learning track for more experienced members include: Strategic Planning for Your Local; Fighting Harassment; Building a Bargaining Campaign; Organizing Women Workers; Stress Reduction & Time Management; and Health Care Reform.

President Ron Carey and Vice President Diana Kilmury will be among the keynote speakers. Also expected to speak will be U.S. Senator Carol Mosley-Braun (D-Ill.) and other public figures. Clara Day, the recording secretary of Chicago Local 743 and chairwoman of the conference planning committee will be honored for her long-standing commitment to human rights. Sister Day is a commissioner on

the IBT Human Rights Commission and an executive vice president of CLUW.

"With more and more women in the workforce, it is important to me that this conference help the Teamster women learn how to become stronger and more confident on the job and in leadership positions in the union," said Pat Franks. "I know we will all leave the conference with more than what we brought to it."

Conference registration is \$50. The cost of a single room and meals is \$270; however, if you're able to share a room with another member, your room and meal cost is \$185. A \$25 roundtrip shuttle from O'Hare to the hotel is available. Major airlines have offered discounts, if you make your reservations through the IBT travel office, 1-800-IBT-FLY1.

Although the pre-registration deadline is Feb. 4, registrations may be allowed after that date. For more information, contact your local union, or call the IBT Women's Conference at (202) 624-8759.

NEWS INSIDE OUR UNION

IBT Staff Changes.

With the new year came staff changes at the International union. Aaron Belk, the elected Southern Conference VP, is now the Executive Assistant to the General President. Judith Scott is now the General Counsel (chief attorney) for the IBT. Scott replaces the law firm of Cohen, Weiss and Simon, which will still do some legal work for the union. Gone also is Gary Witlen, a staff attorney who was a hold-over from the old regime and who carried the old guard viewpoint on certain legal matters, such as election protests by members.

Teamsters to Help Earthquake Victims.

The International has put out an appeal for all Teamsters to do what they can to help the victims of the Los Angeles earthquake. Noting that many working people have lost everything they have worked for over the years, the IBT is coordinating assistance with the Red Cross.

Cash donations should be made out to the American Red Cross and sent to the office of Vice President Jim Benson, 4444 W. Northern, suite A-2, Glendale, Az. 85301. You may also contact Sacramento Local 228 at (916) 395-0437, Bakersfield Local 87 at (850) 327-8594 or the Western Conference Director's office at (503) 344-4255 if you would like to help.

Central Conference Turns Over New Leaf?

Teamsters First, the officers' club opposed to Carey, TDU and reform, held a meeting at a recent Central Conference grievance panel hearing. A handful of reform officers left the meeting after they were told that the meeting was open to Teamsters First members and supporters only. The next day, Bill Hogan Jr., the new chair of the Central Conference Policy Committee, apologized to the reform officers and said that no such meetings will take place at Central Conference grievance panels and events. He also said that old guard officials will be asked to leave their TDU Sucks buttons at home. Harold Yates, freight director of the Central Conference also gave the pledge of no politics or TDU Sucks buttons at those events.

Rumore President of Joint Council 16.

Just when you think you've made progress ... the recently elected president of New York Joint Council 16, Bill Nuchow, passed away in November. The Joint Council Executive Board filled the vacancy with Anthony Rumore, the president of Local 812. Rumore announced at a recent Local 812 meeting that democracy is not good for union business, and also that he would go shop to shop and show members how to get out of DRIVE and into a new political fund he will set up.

Members to Vote on Dues Increase

continued from page 1

membership by the elected General Executive Board.

There are those in the old guard who say the members should not be voting on this proposal. They want to hold a Special Convention and shoot it down and try to reverse the reforms we've won. Mike Riley, R.V. Durham, Bill Hogan Jr., Walter Shea and Jerry Cook have taken this stand. They want to see the issue before a convention, where they have the majority and Ron Carey would have to deal with them.

They are crying that Carey is violating the IBT Constitution by holding a membership vote. But Article VI, Section 1(h) of the constitution provides the General President "the authority at his discretion to direct that a mail referendum vote (be held) ... on any

matter, issue or proposition when, in his opinion, the welfare of the membership or ... the International Union will be served thereby."

TDU feels the issue is where it should be — before the Teamster membership. Those who pay the freight will make the decision. And we know if R.V. Durham had won the election, we would not be allowed to vote on this issue; it would be done the old way, behind the backs of the members.

We urge all Teamsters to study the issue carefully. TDU is recommending a Yes vote, to strengthen our union, to save our strike fund, to further reform, and to send a message to the corporations who will be watching this vote just as they watched the 1991 vote.

For more on this issue, see pages 6 and 12.

UPS Goes for 150-Pound Packages

continued from page 3

The union's negotiating committee is taking a position that would protect the safety and health of drivers and package handlers. That's good, but there's a lot at stake and no UPSer will feel reassured until he or she has seen it in writing.

At press time it was uncertain what direction negotiations might take. The union was keeping all legal and strike options open in the event negotiations were to break down. It's up to us to keep the pressure on:

- TDU has launched a petition drive to give the membership a voice and build pressure. If you would like to circulate it, see the box on this page

for the text. Activists and local unions are encouraged to use it, to let our union and UPS know how important this issue is to us.

- TDU is advocating a work-to-rule campaign. Go strictly by the methods. Don't cut corners. Call for help on heavy packages. Work smart, work safe!
- Some local unions are preparing for a day of protest, if it becomes necessary.

Call TDU for updates. And join TDU to get a copy of this newspaper delivered to your door and to support the organization that's working at the grass-roots to support UPS Teamsters (see page 1 for an application).

GROCERY, BREWERY NEWS

Green Giant: an Example of Why Dues Hike Needed

Joe Fahey
Local 912 President
Watsonville, Calif.

Under the old Teamsters leadership, I used to joke that Local 912 was the international arm of the International Brotherhood of Teamsters. That's because in response to Green Giant's move to Mexico, Local 912 fought back: we produced the video, "Dirty Business"; we met with Mexican workers and trade unions; we spoke against NAFTA; and though we asked, we never got any help from the old IBT leadership.

A lot has changed during the Carey administration. The IBT was out in front of organized labor on educating members to fight NAFTA. They supported a workers' delegation to Irapuato, Mexico, to meet with workers in "The New Valley of the Jolly Green Giant." Carey's intervention helped get labeling laws enforced for the first time by the Clinton administration.

Since 1983, Green Giant has been growing vegetables and shifting production from its Teamster-organized plant in Watsonville to Mexico. The company completed its "restructuring" Jan. 21 and fired the last 200 workers out of an original workforce of 1,000. The workers, who are mostly women, have worked for the company an average of 20 years. The union forced Green Giant to sponsor a state-of-the-art retraining program, but most of the retrained workers are earning lower wages, working fewer hours and receiving less benefits. As Teamsters they made \$7.96, plus health and retirement benefits. Green Giant is

SDMI Grocery Teamsters Organize

At their fourth meeting since October, more than 90 rank and file Teamsters at Safeway/SDMI's grocery warehouse in Tracy, Calif., met Jan. 22 to put together plans for one-on-one shop-floor organizing and a public outreach program to churches and community groups. They also did educational reviews of the basics of the grievance procedure and their Weingarten rights. Labor videos were viewed and surveys were taken to pinpoint workers' concerns. Local officials won't pay warehouse stewards to attend grievance hearings, so a stewards fund was set up.

Why all the rank and file activity? At one time the Safeway contract was the best in the Bay Area. But today the new Tracy distribution center is a big brother sweatshop with ugly guard-house discipline that could well become the bosses' model of the future. Specifically, the grocery workers are organizing to combat an out-of-control management clique over harsh productivity standards, mileage-based wage rates, unfair dispatching and arbitrary terminations.

The rank and file has taken the battle on themselves because they've received no help from their union. Since their jobs have been moved to a new location they know they will have

now paying its workers in Mexico \$5.76 a day.

A candlelight vigil was held outside the Watsonville plant the night of the final closing to mark the sad day. All four local TV networks covered the event live, which shows what a symbol this struggle had become in our community. But struggles like ours are happening across North America. The Teamsters have lost almost three-quarters of a million members since its peak of over two million members in the 1970s. A big part of the reason, besides the deregulation of trucking, is that hundreds of companies have moved to countries where workers are paid starvation wages and can't form strong unions. Many other companies have closed.

These pressures haven't just affected vegetable workers. They have made many of our unions smaller and weaker, driven down wages for the rest of us, and made it harder to organize and negotiate decent contracts. I know of no other union that is doing more to address the problems of workers in the global economy than the Teamsters union under Ron Carey's leadership. Besides supporting the fight at Green Giant, the IBT has gotten European unions to support the Diamond Walnut boycott and the UPS negotiations. This work is only a tiny fraction of the per capita taxes that go to the IBT from our dues, but it's important, groundbreaking work if we are to protect our members from increasingly mobile and globalized corporations.

Major functions that the IBT needs to keep providing are: information for

to switch locals. Unfortunately, no one has consulted them about which local or locals they want to be represented by. While the local union politicians of Joint Councils 7 and 38 wheel and deal in secret, they only hear about their futures through rumors and leaks.

The latest rumor is that the warehouse workers will be represented by Stockton Local 439, which is close by and convenient, while the drivers will be given to Sacramento Local 150, a long drive that would diminish their attendance at union meetings and their influence within the local union.

The chief complaint is that no union authority has asked them what they want, or wants to know what they think about the decisions that are being made for them. A veteran driver said, "If they haven't forgotten us, they must be ignoring us." Even the International, which must approve the transfers, has failed to respond to petitions for help.

The growing activism of Tracy workers who refuse to lay down and take it, choosing instead to stand up and fight, could be the beginning of a brighter future for all Nor Cal grocery workers. Organizing for a better future is what unionism is all about. The rank and filers are currently organizing for a larger meeting Feb. 19, at 10 a.m.

members, education for stewards and local unions, leadership on national contract negotiations, the TITAN computer network, and \$200 per week out-of-work benefits. Local unions and the membership demand and need these services from the IBT so we can fight to win, but they are costly.

Soon we will have an opportunity to vote, by mail ballot, on a proposal to raise the membership's dues and increase the portion of per capita taxes that go to the IBT's general and

Master Agreement Expires Feb. 28

Anheuser-Busch Negotiations Stall at Starting Gate

Anheuser-Busch, the world's brewing giant, is an enormously profitable corporation. In 1992 it made just a shade less than \$1 billion in profits. Yet when A-B management came to the bargaining table to negotiate a new master agreement, you'd think they had holes in their shoes and patches on their clothes.

With the contract set to expire Feb. 28, little if any progress has been made. A-B bemoans the high cost of health-care benefits and is trying to restructure the medical package into a low-cost, low-benefit, "managed care" alternative under its control. The union, of course, is resisting these efforts and attempting to find ways to maintain the present level of benefits.

A-B also has consumed a lot of time touting its Commitment To Excellence program, an A-B version of the team concept scam, and whining about the need for greater "flexibility." This is a typical corporate subterfuge for going after hard-won contractual protec-

defense (strike) funds. I hope you all will support the increase to keep our International union leading the way during these challenging times for unions and working people.

Remember, the union isn't the reason our paychecks keep getting smaller. It's the greedy corporations in a cut-throat global economy. The union isn't the problem, it's the solution. Please vote Yes on the dues increase, support the future of our union, and let's keep up the good fight.

tions on work standards.

Meanwhile, the Teamster bargaining committee, in addition to trying to preserve health-care benefits, is concerned with job security issues. Introduction of new technologies is expected to cut the total A-B workforce in the future. When A-B wanted to downsize its salaried personnel it offered them very attractive employee buyout options to encourage early retirement. The Teamsters see no reason why unionized hourly employees should not be offered options at least as attractive.

Since the first three negotiation sessions focused primarily on A-B's problems, management was willing to talk. But as soon as the union began addressing the concerns of hourly employees on Jan. 6, A-B negotiators lost interest and negotiations were abruptly suspended on a sour note. Negotiations are scheduled to resume on Feb. 7 in Atlanta, with only three weeks until the contract expires.

Subcontracting at UPS

continued from page 3

dianapolis, Chicago, Minneapolis-St. Paul, Lake Delton, Wis., Louisville, North Carolina and Nashville.

Tom Small, a feeder steward in Nashville Local 480, provided an example. "Shoreline comes into our hub out of Chicago. Once they're in Nashville, they're in our jurisdiction. And we've had plenty of drivers with hours who are willing to work."

Small explained that the problem continues even after peak season. "Last weekend (Jan. 22) there were independents coming and going all weekend in Nashville, and we had about 30 drivers with available hours." UPS is using the "emergency clause" to subterfuge the contract, he said, and drivers have lost grievances because of it.

Although the contract states that during peak the use of outside carriers "will be reviewed and agreed with the Local Union," UPS in many areas does not review its plans with locals at all.

Some locals have negotiated letters of agreement, under Article 26, specifying more exactly when UPS may

use outside carriers. Some of those agreements have helped to protect feeder work. They deserve a closer look by the International with the intent of offering guidelines to all UPS locals. Other such agreements have seemed to endorse the abuses at the point of origin and at the backhaul.

The violations are a warning of what UPS's intentions will be under the new Article 43. To assist members in policing the contract, Milwaukee Local 344 is setting up an 800 phone line on which members can report violations and supporting evidence, such as outside carriers utilized and trailer numbers.

The National Committee met the week of Jan. 10 and negotiations on Article 43 work rules proceeded. Meanwhile, drivers who have concerns that UPS is trying to take any unfair advantage should protect themselves and the union by filing a grievance.

To provide the broadest protection, the grievance should include the wording: "On or about (date), UPS violated the master agreement, including Articles 26, 32, 43 and all other relevant articles." Keep the remedy broad, too.

TDU Special Report

Trusteeships: Can they Reform Local Unions?

There are about 26 local unions in trusteeship, several of them due to corrupt or questionable practices on the part of local officials. The outcome of some of these trusteeships will be important to all Teamsters.

Are trusteeships a reliable means of reforming locals? What are some of the problems and limitations of trusteeships? These questions were reviewed by the TDU International Steering Committee in January, and led to this report.

The Right to Vote

The 1987 TDU Convention adopted a resolution titled "No Mob Control, No Government Control" regarding the government and the IBT. We stated that trusteeship was not the answer, but that the Right to Vote is the most effective way to clean up our union.

We were proven right. TDU won the Right to Vote in 1989 and the membership used that right to begin to make sweeping changes in the International union. It was the rank and file, not the government, who elected delegates, created a new climate, and elected the new leadership.

Since 1991 the battle has shifted toward the local, joint council and conference levels, where the old guard still

often predominate. We have made considerable headway in reforming locals, but many still exist with entrenched or even corrupt officials. Ron Carey has imposed more trusteeships to deal with corruption, as the chart on this page indicates. In some cases, these trusteeships have come after recommendations by either the Independent Review Board (IRB) or the IBT Ethical Practices Committee. Recently an anti-Carey letter put out by R.V. "Sour Grapes" Durham whined about Carey imposing trusteeships.

TDU's Viewpoint

TDU's approach has not changed: we believe it is up to the membership to reform our union. Neither Carey nor Judge Lacey can do it for us.

We will continue to educate and unite Teamster members for reform, and we will take advantage of trusteeship situations as part of that process. A trusteeship can provide an umbrella of protection for members, but it cannot turn a local around. Building a strong TDU presence under that umbrella is priority one.

By law, trusteeships become suspect after 18 months, and the burden to continue them shifts to the International union. Normally, after about 18 months

an election will be conducted by the International, and without a strong rank and file leadership, the old guard will often be right back.

What Members Need from a Trusteeship

A trusteeship cannot transform a local, but can create a climate where it can be transformed, if the members desire it, and if TDU and the rank and file organize to make it happen. To create this kind of umbrella of protection for the rank and file, a trusteeship should provide three things:

- **Structural reform of the local union.** This will vary from local to local, but it could include a mechanism to reform the bylaws. It could include a thorough change in the finances and the salary and benefit structure for officers, where appropriate.
- **Break up the entrenched power of the corrupt officials,** where appropriate. For example, BAs should be dismissed if they have been part of the problem. Charges should be filed against former officials if that is appropriate. The members should see a new day of openness.
- **Establish a level playing field well before any election is held.** This means a supervised, mail ballot vote and educational programs where members can get involved and learn how to become officers. It means widespread communication through meetings and newsletters so the members believe they have the right and duty to control their own local.

These are broad guidelines, and every local situation is different. But members have a right to expect this kind of action out of a trusteeship imposed by the New Teamsters.

Cleveland Local 507

The local of Jackie Presser and Harold Friedman, 3,000-member Local 507 in Cleveland, is in trusteeship. After a long delay, the trusteeship did move along the lines indicated above. First, Local 507 was partially severed from its siamese twin, Bakers Local 19, which is still controlled by the Friedman family. Second, several of the old guard BAs were fired, and a former BA and opposition leader was rehired. Third, a mail ballot election was scheduled.

The members got a taste of democracy and narrowly missed throwing the Friedman crowd out for good. The December election saw reform leader Steve French lose by just 21 votes, and that election was tainted so reformers expect a rerun to be held. Local 507 will never be the same, thanks to rank and file organizing and TDU.

Los Angeles Local 63

The 11,000-member Local 63 in Southern California was in trusteeship at Judge Lacey's recommendation when Carey came into office in 1992. Carey replaced the old guard trustee with elected Western VP Tom Shay, who moved along the lines listed above. The local was put on a sound

financial basis. Several of the worst BAs were fired. New, aggressive, reform-minded BAs were brought in. Communications with the members opened up, as did educational programs. Bylaws reform was set in motion and will soon be voted on, by mail ballot.

When a mail ballot election was held in April 1993, a coalition of BAs and reformers swept it, beating the former president Bobby Aquino and a third slate. Thanks to rank and file organizing and TDU, the local has begun to move away from its troubled past.

These two examples show a taste of what can be done. All the trusteeships imposed under the New Teamsters need to move decisively to make reform possible, where the members desire it.

Trusteeships and Organized Crime

New Jersey Local 560 has been in court-ordered trusteeship for eight years. This is the local of the notorious Provenzano brothers. It is a large trucking local, and the Provenzanos had a strong political machine in it.

Judge Harold Ackerman, who oversees the trusteeship, has been relentless. He has thrown out every official shown to be "connected," barred them and their associates from running for office, and sent a strong signal to the rank and file.

After eight years, progress has been made, some reformers are in the union hall, but the story is far from over and the court still controls the local union.

This shows, in an extreme example, how hard it can be to root organized crime out of a large New York area local. It illustrates that only an organized, educated rank and file can do the job. Where the rank and file remain favorable to the crooks, reform will be a long, difficult process.

New York Local 282

New York Local 282 is a 4,000-member construction local, with a long history of corruption and indictments. The local union is in trusteeship imposed by Ron Carey after the latest round of indictments.

Long-time activist Larry Kudla charges that the trusteeship has been a disaster so far. "The trustee simply allows the same old guard to run the local. He does not have an aggressive agenda to clean house. He has been unresponsive to reformers who come forward with input. He should have educational programs, and communicate with members both as individuals and by mail, and set up committees. None of this is happening so far."

It is possible that Local 282 will go into a court-imposed trusteeship, as in Local 560. If such a civil RICO suit is filed, Kudla says he will seek to intervene to gain rank and file input.

These two locals show that cleaning up locals with entrenched corruption is a long-term process. It will take a strong rank and file caucus that can build the core of a new leadership and a new future for local unions with a sorry past.

IBT Locals in Trusteeship

	Local Union	Trustee	Joint Council
Rochelle Park, N.J.	Local 11	Joseph Padellaro	73
New York City	Local 27	Timothy O'Connor	16
Boston	Local 127	Dennis Nagle	10
New York City	Local 272	William Wenzel	16
New York City	Local 282	Johnnie Brown	16
New York City*	Local 295	Thomas Puccio	16
Houston	Local 360	Rudy Cummings	58
Paramus, N.J.	Local 462	Donald DiLeo	73
Cleveland	Local 507	Hugh Thompson	41
Quebec	Local 532	Louis Lacroix	91
Union City, N.J.*	Local 560	Edward Steir	73
Los Angeles	Local 578	James Minisci	42
Albany, N.Y.	Local 669	Howard Bennett	18
Chicago	Local 703	Robert Simpson	25
Chicago	Local 705	Harold Burke	25
Chicago	Local 726	Harold Burke	25
Queens, N.Y.	Local 732	Ray Benning	16
Chicago	Local 738	Randy Atkins	25
New York	Local 810	Joseph Padellaro	16
New York	Local 813	Joseph Foy	16
Boston	Local 841	Gene Moriarty	10
Ogden, Utah	Local 976	Ralph Taurone	3
New York City	Local 1034	Vincent Murphy	16
Houston	Local 1111	John Riojas	58
Georgia	Local 1129	Albert H. Benack	
Newark, N.J.	Local 1518	Donald DiLeo	73

- These 26 locals are in trusteeship, to the best of our knowledge; 12 are in New York City or Northern New Jersey, and four are in Chicago.
- Two are court-imposed trusteeships (denoted by *); 24 were imposed by the International. This means a hearing was held, good cause was found by preponderance of evidence, and Carey appointed a trustee.
- Only four of these listed local unions were in trusteeship prior to Carey taking office on Feb. 1, 1992. Several other locals have been put in trusteeship by the new leadership, and have been released prior to this time.
- Some are "routine" trusteeships. These include newly chartered locals awaiting their first election, and very small locals that are going to merge. But many of these represent moves by the New Teamsters to clean up corrupt or dictatorial local unions, a change from the past.

LOCAL UNION NEWS

Election News

Reform Sweeps Richmond Local 322

The entire slate of reform Teamsters in Richmond, Va., Local 322 have ousted old guard leader Ed Conway III and his cronies on the executive board.

The reform slate, made up of TDUs and other reform-minded Teamsters, includes Bob Fields, president; Robert Spangler, secretary-treasurer; Wayne

King, vice president; William (Chip) Tatum, recording secretary; and trustees Jim Trusty, Robert (Bo) Clark and Kenneth Nygren. The victory in Richmond of this mostly UPS local is significant because it is in the heart of R.V. Durham country. Reform in the Atlantic area and the support for Ron Carey and the "New Teamsters" is swelling in spite of old guard opposition there. "Members are tired of the

old guard and old guard ways," says Bob Fields. "They want to be proud to be Teamsters and not ashamed because of all the corruption at the various levels of our union."

Other rank and file reformers in Virginia and the Carolinas see the victory in Local 322 as a very welcome change and a beacon of hope that they too can be successful in getting organized and winning campaigns in their locals.



Local 322 Executive Board members (l. to r.) Kenneth Nygren, William Tatum, Wayne King, Bob Fields, Robert Spangler, Jim Trusty. Not pictured: Robert "Bo" Clark.

'Teamsters for the Future' Organize in Tacoma Local 599

In the past few months, a new movement has sprung up in Tacoma, Wash., Local 599, spearheaded by TDU members: Teamsters for the Future (TFT). "Our goal is to increase democratic involvement in our local union," explained Pat McBride, a warehouseman at West Coast Grocery (Super Valu) and one of the organizers of TFT.

The caucus is holding its fifth meeting in January. Meetings have drawn up to 47 Teamsters, and they're educating members and launching projects.

McBride explained that one goal is to reform Local 599 bylaws. Proposals are being prepared that will include conducting local elections by supervised mail ballots, and other democratic reforms.

"Local 599 shares a building with the other Tacoma Teamster local, Local 313. They have more democratic bylaws than we do. Also, in their recent election, three TDU members were elected to their executive board. We're learning from them."

McBride and Bob Boprey in October attended their first TDU Con-

vention in Pittsburgh, and report that "it was great ... the workshops, the people we met, we really learned a lot. We will be back next year. We are proud to be part of TDU."

TFT has already worked to build Teamster solidarity and feel that is an important aspect of their activity. McBride explained that "last year there was a relatively small strike of public workers in our 3,000 member local union, and most members didn't even know about it. That has to change."

TFT plans to circulate a petition for a special union meeting to consider bylaws reform. Local 599 holds only four meetings per year, and has even cancelled some of them in the past, so this step is important.

Local 599 secretary-treasurer Bob Pavolka is also head of Washington Joint Council 28, and formerly also drew an International rep salary prior to the election of Ron Carey. Pavolka has stated there is no need for a reform caucus to increase democratic involvement in Local 599. Apparently some members feel differently.

Rank and File Launch Newsletter in Atlanta

Rank and file members published the first issue of "The Local 528 Reformer," a newsletter whose first editorial states that it "will address the needs and concerns of the membership, their representation, or lack of it, and what we need to do to bring change that will benefit all members."

The first issue included news from carhaul, Kroger, Atlanta Gaslight and K-mart, as well as an educational piece on making motions at union meetings. The newsletter also showed an ability to predict the future: "You can be assured the Local 'leaders' will chastise

this Newsletter, because they do not want a well informed membership since they will not be able to control you."

Sure enough, at the first general membership meeting of the new year, President Jerry Cook wasted a good part of the meeting by criticizing the newsletter and warning that "good union members" won't circulate it.

Local 528 members were encouraged by Jerry's heartfelt concerns about free speech and plan to branching out to news about other jurisdictions in the local for the next issue.

Leal Ousted from Local 856

Meanwhile, 3,000 miles across the continent another R.V. Durham ally went down in flames. Ben Leal, national treasurer of Durham's election campaign and an International trustee elected at the 1991 IBT Convention, lost his bid to be re-elected as secretary-treasurer of San Francisco Local 856. The local has over 7,000 members, mostly clerical workers, stretching from Sacramento to Monterey.

Michael McLaughlin, an attorney and the recording secretary of the local, put together a slate of himself and six rank and file members that bested Leal's incumbent slate by a comfortable margin. One incumbent trustee did survive.

A Win and a Setback in Cleveland

Cleveland Local 964 is a 700 member local comprised of carhaulers, freight mechanics, and others. Three rank and file reformers, Mark Frey, Glen Hobbes and Lonnie Everson, formed a slate and ran for secretary-treasurer (the principal office), vice-president and trustee respectively. All three won, putting Local 964 solidly into the reform camp. Newly elected Vice-President Glen Hobbes said, "This victory is the membership's victory. Their voice has finally been heard."

Local 507

Reformers in notorious Cleveland Local 507 (the home of Jackie Presser and Harold Friedman) suffered a temporary setback. In an election marred by widespread election violations, a slate of incumbent BAs under the sponsorship of the old Friedman

machine nosed out the Volland-French Slate by a narrow margin. While the election is expected to be overturned either through the internal IBT appeals procedure or by the Department of Labor, the election puts on hold the aspirations of many Local 507 rank and filers who had hoped the nightmare was finally over and their local on the verge of an immediate clean-up.

According to TDU International Steering Committee member Tom Rose, who ran for recording secretary on the Volland-French Slate, "There's a feeling among the rank and file that this thing isn't over. Old guard supporters don't dare celebrate yet and our supporters view this as simply another obstacle in the road to reform. The fight goes on and our people are getting stronger and more militant all the time."

Local 251 Organizes 1,750 New Members

The largest organizing drive in the country ended successfully when Rhode Island Hospital workers voted by a 60% majority to be represented by Local 251 in a Dec. 15 NLRB election.

Officers and many hard-working rank and file volunteers of Local 251, with help from the International, staged rallies, ran phone banks and visited homes to win over 1,750 new members. BA Stuart Mundy was the coordinator of more than a year of hard work in the organizing effort. The election success got a strong boost from rallies attended by IBT President Carey and Reverend Jesse Jackson.

Local unions from throughout New England and politicians who support labor also came through with strong support. The results show what hard work and workers coming together can accomplish.

Some of the main issues which brought about this election were substantial rate increases in employees' payroll deductions for health care insurance and wages below those paid at other hospitals in the state.

**ATTEND YOUR
LOCAL UNION MEETINGS!**

LETTERS FROM OUR MEMBERS

Members Say No to Mogelson

I am writing on behalf of the union members in Local 320 of Wadena County, Minn. We are a small group, with the majority being women. We have finally managed to put our union back on its feet, with the help of TDU.

We have endured years of frustration and neglect from our business agent, Jack Mogelson. We finally realized that if we were going to keep our union together, our only option was to petition out our business agent. It was a lengthy process, but we did succeed in the end. We have been appointed a women business agent. It is so nice to be able to make contact with our BA and have our calls returned. We now have communication and mutual respect, which is so important in keeping a union united.

In writing this, I hope it is an encouragement to any local that is not being justly represented by their BA to know there are options and changes that they can make. As a union you can make these changes. A bad BA is almost as harmful as no union at all. Remember we pay their wages and we therefore deserve the best representation possible.

Thanks TDU for all your help in this matter.

Joanne Derby
Local 320, Wadena County
Wadena, Minn.

EXCEL Attitude at Sacramento CF

I would like to give you an example of how Consolidated Freightway's EXCEL program works. A fellow Teamster at CF's Sacramento Consolidation Center took his young daughter to the emergency room around 7 p.m. Just before 9 p.m. he checked and was told his daughter wouldn't be seen for a while, so he called CF to let them know he was at the emergency room with his ill

daughter, and it was unlikely he would be done in time to report for his shift at 11 p.m. He thought he was doing CF a service by calling in early so they could replace him.

When he returned to work the next night he was called into the office, told he missed too much time, told he should have made other arrangements for his ill daughter, and given a three-day suspension without pay. A real EXCEL attitude on the part of CF.

Maybe EXCEL does stand for "Employees eXpected to Cope with Excuses and Lies."

In closing, I would like to thank you for your years of informative reading and continuing efforts to bring democracy to our union.

Rodney Rounds
Local 150, CF
Sacramento, Calif.

Organize Double-Breasted Companies

I believe we should spend more time on organizing the double-breasted companies owned by CF, Roadway and Yellow. I then feel we will have a better chance to organize small and newly formed non-union companies. We have to offer them something that will entice them to organize into the Teamsters union.

Richard Kessinger
Local 63, Yellow
Indio, Calif.

Western Conference Pension Petition

The purpose of this letter is to inform you of the ongoing effort and the feelings of the rank and file contributors to the Western Conference Teamsters Pension Plan. We completed our Grass Roots petition for a Golden 75 & 80 and received more than 9,000 signatures from ten states.

We feel this is a considerable return considering this was a hand-to-hand, word of mouth effort started locally in the San Francisco Bay Area. We feel this demonstrates the overwhelming desire by the membership to lower the pension age.

We found that the members are for a 25-and-out, at any age, pension, inspired by Ron Carey's election campaign. We received hundreds of notes and letters with offers of help and support from union officials and members alike to accomplish our goal of 25 and out.

We hope you will lend your support so we might have a 25-and-out, any age, pension in 1994.

Doyle Greene
Local 85, Willig Freight Lines
San Francisco

(To receive a copy of the 25-and-out at any age petition, write to Grass Roots, P.O. Box 3674, Walnut Creek, Calif. 94598.)

25-and-Out Offer A 'Slap in the Face'

The offer of a 25-and-out pension with \$1,500 and no guaranteed insurance is nothing but a slap in the face for Teamsters in the Central Conference pension plan. What happened to \$2,000 with insurance? Like many others I have spoken to, I am also outraged at the apathetic attitude by our so-called union trustees. If the pension fund can grow in net worth by \$2.9 billion, while at the same time paying a higher benefit with fewer contributors, common sense would suggest that a 25-and-out pension at \$2,000 with benefits is feasible. Let's get real!

Johnny Platt
Local 41, Yellow
Kansas City, Mo.

New Weight Limit at UPS

UPS is coming out with new 150 pound weight limits. We're having a hard time getting out of package cars with 70 pounds. What's going to happen to drivers who can't handle these weights above 70 pounds, or if drivers refuse to handle this weight?

I feel that if they can raise weights, they should increase workers comp. How should a driver handle something like this if we are told we are required to handle this work? And shouldn't our union be looking into this problem now before drivers have problems with UPS?

Joseph Reaber
Local 769, UPS
Jupiter, Fla.

Stand Together to Improve Conditions

I would like to thank TDU for keeping the membership informed of the stressful, unbearable working conditions at UPS. I'm sure every member knows this, but when they read your articles they know they are not

the only one being harrassed by UPS, as the company tries to make you think. If we all stick together and stand behind our new leadership at the International, then perhaps, with TDU's backing, we can change this in the future.

I urge every Teamster to join TDU and work with our union, as this is our only hope.

Thanks again for your support.

Donald W. Quick
Local 243, UPS
Detroit

TDU Meets

ARIZONA
Saturday, Feb. 19
3 p.m.
9034 N. 36 Dr., Phoenix

ATLANTA
Saturday, Feb. 12
7:30 p.m.
Forest Park Recreation Dept.
803 Forest Pkwy., Forest Park, Ga.

EAST BAY, CALIF.
Saturday, March 12
10 a.m.
For info call (510) 653-3865

HOUSTON
Two meetings:
Saturday, March 19
1 p.m.
Sunday, March 20
2 p.m.
Days Inn
10155 E. Freeway
Exit 7764, Mercury Drive
I-10 at I-610

INDIANAPOLIS
Saturday, Feb. 26
2 p.m.
Waterfront Plaza Best Western
Off I-465, Speedway/Clairemont exit

NEW JERSEY
Sunday, Feb. 27
10 a.m.
Ukrainian Community Center
86 Fleet St., Jersey City

NEW YORK
Saturday, Feb. 26
10 a.m.
Polish American Home
261 Driggs Ave.
(corner of Eckford; one block off McGinness Blvd.)
Greenpoint, N.Y.

SOUTHERN CALIFORNIA
Sunday, Feb. 6
10 a.m.
VFW Hall
101 S. Main St., Pomona
For info. call (310) 427-7328 or
(310) 426-3634

TACOMA
Saturday, March 12
9 a.m.
Portland Ave. Community Center
3513 Portland Ave.

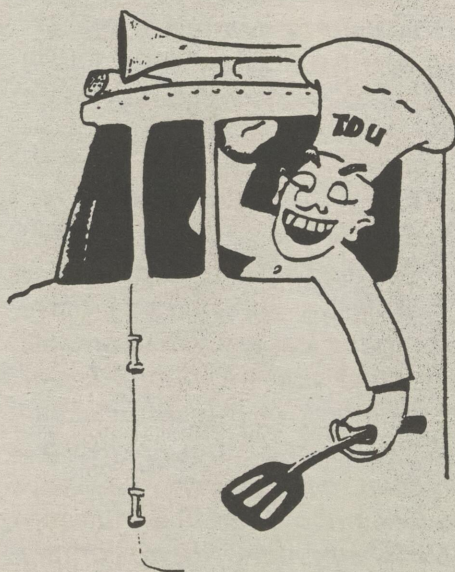
TIDEWATER
Saturday, Feb. 12
11 a.m.
Crank's Steakhouse
1105 N. Military Hwy., Norfolk, Va.

Attention All Cooks

At the 1993 TDU Convention, TDU spouses decided to produce a cookbook to sell as a fundraiser. But we need help—we need your recipes, with a "Teamster" name if possible.

We would like to get recipes as soon as possible so we can get the cookbook in the works. The books will sell for about \$6 to \$7 each, and will make great gifts for your family and friends (especially since your favorite recipe will be included). So please share your favorite recipes with us.

Send your recipes to:
Frieda Burgan
9043 N. 36th Drive
Phoenix, Az. 85051



VOTE YES

For Our Union's Future

The TDU International Steering Committee (ISC) met in Detroit on Jan. 22. Among the items on the agenda were TDU plans for 1994, and the IBT financial crisis and dues referendum.

The ISC approved the "Resolution on the IBT Dues Referendum" on this page, and encourages all Teamster members to talk among their brother and sister Teamsters in support of this critical referendum.

Resolution on Dues Referendum

WHEREAS, our elected IBT General Executive Board has scheduled the first-ever Teamster membership referendum on a dues issue; and,

WHEREAS, TDU believes this decision is best in the hands of the Teamster membership through the secret ballot process; and,

WHEREAS, we well understand and share Teamster members' reluctance to raise dues, given a history that often includes waste and abuse; and,

WHEREAS, the opponents of the GEB's proposal have offered no alternative whatsoever, and instead complained about Ron Carey's appointments and the members' strike benefits themselves; and,

WHEREAS, the only item in the IBT budget of any size that can or should be cut is the Affiliates Pension Plan, and the opponents jealously defend that item; and,

WHEREAS, some of the proposal's opponents seek to defeat it to pressure the elected IBT leadership to 'deal' with them in exchange for their support at a Special Convention, to keep the IBT leadership from introducing new programs for the membership, and to reverse their reform direction; and,

WHEREAS, the strike fund is falling at the rate of \$34 million a year and nearly depleted of funds as a result of Teamster members standing up to employers and as a result of the increase in strike benefits passed at the 1991 IBT Convention; and,

WHEREAS, although TDU members and other Teamster members and leaders are of various opinions on exactly what dues formula should be adopted, it is clear that only an increase in dues will enable the strike fund to continue; and,

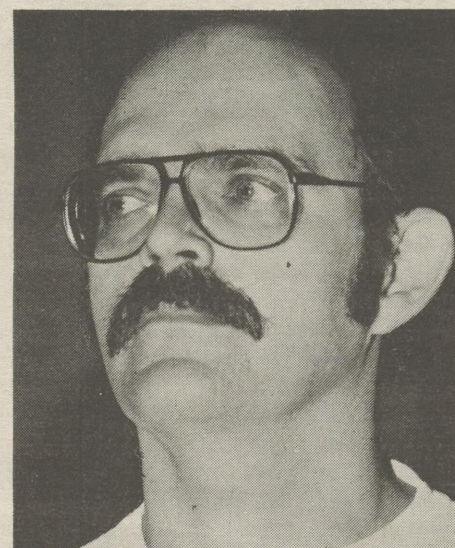
WHEREAS, the corporations we face in bargaining and organizing would like nothing more than to see our strike fund depleted and our union weakened; and,

WHEREAS, the GEB's proposal includes a funding mechanism to set up a separate strike fund with sufficient funding to maintain it and support our members and to quicken the pace of reform of the Teamsters Union;

THEREFORE BE IT RESOLVED, the TDU International Steering Committee urges Teamster members to study the issues and participate in the dues referendum vote, and we recommend a YES VOTE to strengthen our union and move forward on a reform path.

Don Riccio
Local 429 Vice President
Reading, Pa.

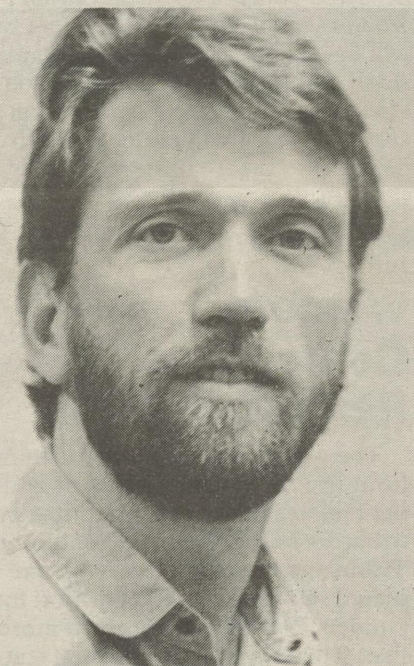
Last month I was working under a union contract. This month I'm negotiating them. The power of the strike fund is invaluable as a tool and benefit. Without a healthy strike fund, fair negotiations with tough employers will be impossible. A dues increase is a necessary hardship in order to have a strong union, and it's needed now. I strongly support the dues increase and ask for a yes vote.



Joe Fahey
Local 912 President
Watsonville, Calif.

Mike Riley and other old guard officials have criticized Carey for snubbing democratic discussion of the new dues formula.

Carey tried to get input from the old guard but they refused. Carey called a meeting with Riley and other conference chairmen. They told Carey they would also use a convention as an opportunity to undo reforms already made in our union. Carey had no alternative but to go around the old guard and directly to the rank and file.



Michael Savvoir
Local 41, UPS
Kansas City, Mo.

There are a number of officers and agents who would, for selfish and/or political reasons, threaten the very existence of our union by encouraging a "No Vote" on the upcoming dues referendum. There is also a small segment of our membership who would blindly follow the directives of these self-serving leaders. Therefore it is imperative that we, the rank and file members of this union, continue to insist on the progressive direction that our New Teamsters leaders have charted by unanimously supporting the upcoming dues referendum.

